

DEPARTMENT OF INDUSTRIAL RELATIONS  
Office of the Director – Research Unit  
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**IMPORTANT NOTICE TO AWARDING BODIES & ALL INTERESTED PARTIES  
REGARDING CHANGES TO THE DIRECTOR'S GENERAL PREVAILING WAGE DETERMINATIONS**

**INTERIM DETERMINATION FOR THE CRAFTS OF TILE SETTER# & TILE FINISHER#**

**Issue Date:**

December 15, 2023

**Expiration date of determination:**

March 31, 2024\*\* The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

**Localities:**

All localities within Butte, Colusa, El Dorado, Glenn, Lassen, Modoc, Nevada, Placer, Plumas, Sacramento, Shasta, Sierra, Sutter, Tehama, Yolo and Yuba counties

*This determination applies to projects advertised for bids on or after December 25, 2023. These rates supersede the Tile Setter and Tile Finisher rates issued in the General Prevailing Wage Determination: 2023-2 for Butte, Colusa, El Dorado, Glenn, Lassen, Modoc, Nevada, Placer, Plumas, Sacramento, Shasta, Sierra, Sutter, Tehama, Yolo and Yuba counties.*

**Wages and Employer Payments:**

<b>Classification</b> (Journey person)	Basic Hourly Rate <sup>a</sup>	Health and Welfare	Pension	Vacation and Holiday	Training	Other Payments	Hours <sup>b</sup>	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X)	Saturday Overtime Hourly Rate (1 ½ X) <sup>c</sup>	Sunday and Holiday (2X)
Tile Setter	\$50.89	\$11.21	\$7.09	\$2.35	\$0.75	\$1.86	8.0	\$74.15	\$99.60	\$99.60	\$125.04
Tile Setter (2nd Shift)	\$56.89	\$11.21	\$7.09	\$2.35	\$0.75	\$1.86	8.0	\$80.15	\$108.60	\$108.60	\$137.04
Tile Finisher	\$31.91	\$11.21	\$4.14	\$1.10	\$0.50	\$1.28	8.0	\$50.14	\$66.10	\$66.10	\$82.05
Tile Finisher (2nd Shift)	\$36.91	\$11.21	\$4.14	\$1.10	\$0.50	\$1.28	8.0	\$55.14	\$73.60	\$73.60	\$92.05

**Recognized holidays:**

Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the [Director's General Prevailing Wage Determinations Website](http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm) (<http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>). Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

**Travel and/or subsistence payment:**

In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the [Director's General Prevailing Wage Determinations Website](http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm) (<http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>). Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

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# Indicates an apprenticeable craft. The current apprentice wage rates are available on the [Prevailing Wage Apprentice Determinations Website](https://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp) (<https://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>).

<sup>a</sup> Includes amount withheld for dues check off, which is factored in the overtime rates. Any employee working underground shall receive \$1.00 per hour in addition to regular wages.

<sup>b</sup> Saturdays in the same work week may be worked at straight-time if job is shut down during the normal workweek due to inclement weather.

<sup>c</sup> Rate applies to the first 9 hours worked on Saturday. All other time is paid at the Sunday and holiday overtime rate.

\*\* Predetermined Increases

Tile Setter (All Shifts) - Effective April 1, 2024, there will be an increase of \$3.75 to be allocated to wages and/or fringes.

Tile Finishers (All Shifts) - No Predetermined Increases.

There are no further increases applicable to this determination.

## **HOLIDAY PROVISIONS**

### **CRAFT/CLASSIFICATION**

Tile Finisher; Tile Setter

### **ID**

18-3-7

### **LOCALITY**

Butte, Colusa, El Dorado, Glenn, Lassen, Modoc, Nevada, Placer, Plumas, Sacramento, Shasta, Sierra, Sutter, Tehama, Yolo and Yuba Counties

### **HOLIDAYS**

SECTION 61. HOLIDAYS. Recognized (unpaid) holidays will be New Year's Day, President's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and the day after, and Christmas Day. If a holiday falls on a Saturday, the preceding Friday shall be observed as a legal holiday; if a holiday falls on a Sunday, the following Monday shall be observed as a legal holiday. Employees may take off Dr. Martin Luther King Jr. Day and the day before Christmas without pay and without adverse consequences; employees that work will not be paid premium time.

## SCOPE OF WORK PROVISIONS

### CRAFT/CLASSIFICATION

Tile Finisher; Tile Setter

### ID

18-3-7

### LOCALITY

Butte, Colusa, El Dorado, Glenn, Lassen, Modoc, Nevada, Placer, Plumas, Sacramento, Shasta, Sierra, Sutter, Tehama, Yolo and Yuba Counties

### SCOPE OF WORK

**SECTION 4. WORK COVERED.** This Agreement shall cover all work of the Individual Employer performed at the site of construction, alteration, painting or repair, as defined below.

(a) Tile Layer's Work includes the following:

(1) The laying, cutting or setting of all tile where used for floors, walls, ceilings, walks, promenade roofs, exterior veneers, stair treads, stair risers, facing, hearths, fireplaces, and decorative inserts, together with any marble plinths, thresholds or window stools used in connection with any tile work; also to prepare and set all concrete, cement, brickwork or other foundations or material that may be required to properly set and complete such work.

(2) The cutting of all tile by machinery or tools on the job site.

(3) The application of a coat or coats of mortar, prepared to proper tolerance to receive tile on floors, walls and ceilings, regardless of whether the mortar coat is wet or dry at the time the tile is applied to it.

(4) The setting of all tile with mortar, asphalt and/or sand where the bed is floated, screeded, slabbed or buttered.

(5) The setting of all tile by the adhesion method with organic and/or inorganic thin-bed bonding materials where such bonding material is applied to the backing surface and/or the back of tile units or sheets of tile.

(6) The rough-in, floating, screeding, beating, rubbing and finishing of all tile work, including the setting of all fixtures, rods, accessories, cap and tile, including all other preparatory work required to complete all the installations.

(7) The installation of waterproofing membranes, accessories, and the insertion of decorative tile inserts in other materials.

(8) The setting, sealing and installation of prefabricated tile systems.

(9) The installation of all large format adhered tile (not stone or marble) products [REDACTED] of any dimensions.

(10) [REDACTED]

(b) Tile Finisher's Work includes mixing mortar, cleaning and grouting all tiles set by the Tile Layer, handling all sand, cement, lime, tile and other materials and all chemicals that may be used in tile installation after being delivered to the job.

(c) Tile as used above is defined as the following products:

(1) All burned clay products as used in the tile industry, either glazed or unglazed.

(2) All composition materials, marble or other stone tiles, glass, mosaics and all substitute materials for tile made in tile-like units.

(3) All mixtures in tile-like forms of cement, metals, plastics and other materials, that are made and intended for use as a finished floor, surface, stair treads, promenade roofs, walks, ceilings, swimming pools and all places where tile is used to form a finished interior or exterior surface for practical use, sanitary finish or decorative purposes.

(d) [REDACTED]

## **SHIFT PROVISIONS**

### **CRAFT/CLASSIFICATION**

Tile Finisher; Tile Setter

### **ID**

18-3-7

### **LOCALITY**

Butte, Colusa, El Dorado, Glenn, Lassen, Modoc, Nevada, Placer, Plumas, Sacramento, Shasta, Sierra, Sutter, Tehama, Yolo and Yuba Counties

### **NOTE:**

The shift provisions provided in the following pages provide guidance on the work hours that are applicable to each shift. Shift differential pay is required and will be enforced during each applicable shift where shift differential pay is in the determinations. Any shift provision restricting the work hours for a particular shift for a type of work will not be enforced on public works. However, if work is performed during hours typically associated with a 2nd or 3rd shift the appropriate shift rate of pay is required. Shift differential pay shall not apply to work during traditional shift hour (swing or grave) if the determination includes a footnote that indicates that the non-shift rate may be paid for a special single shift. Please note the exemptions in California Code of Regulations Section 16200 (a)(3)(F) do not waive the shift differential pay. These regulatory exemptions only apply to overtime pay. Overtime shall be required in accordance with the determination and Labor Code Section 1810 through 1815.

### **SHIFTS**

**SECTION 57. WORK DAY AND WORK WEEK.** Except as otherwise noted, eight (8) consecutive hours between 5:00 a.m. and 5:00 p.m. will constitute a day's work, and five days, consisting of not more than eight hours per day, Monday through Friday, not exceeding forty hours per week, will constitute a week's work.

**SECTION 67. PREMIUM PAY FOR NIGHT SHIFT WORK.** Notwithstanding the foregoing, all night shift work performed outside the normal Work Day or Work Week, as defined in Section 57, shall be compensated at a premium rate of \$5.00 per hour above the regular straight-time rate for Tile Finishers and \$6.00 per hour above the regular straight-time rate for Tile Layers. The night shift rate applies only if the employee has not worked a regular straight-time shift that day. Any employee who works more than a normal workday, Monday through Friday, is entitled to overtime pay at the rate of time and one-half. On all projects where a swing shift or a night shift work is implemented for less than one calendar week the pay rate shall be 1½ times the total taxable hourly rate.

## **TRAVEL AND SUBSISTENCE PROVISIONS**

### **CRAFT/CLASSIFICATION**

Tile Finisher; Tile Setter

### **ID**

18-3-7

### **LOCALITY**

Butte, Colusa, El Dorado, Glenn, Lassen, Modoc, Nevada, Placer, Plumas, Sacramento, Shasta, Sierra, Sutter, Tehama, Yolo and Yuba Counties

### **TRAVEL AND SUBSISTENCE**

SECTION 40. VEHICLES. No employee shall be required to furnish a truck or other vehicle to the Employer, whether compensated or not. The Employer shall supply adequate transportation facilities to employees engaged in the patching and servicing of tile work. Employers may require the return of Employer-provided vehicles at any time at their sole discretion.

SECTION 72. TOLLS AND PARKING. Where an employee in traveling to or from work for an Individual Employer incurs a bridge or any other kind of toll or fare, or is required to park in a parking lot in a metropolitan area, the employee shall be reimbursed by the Individual Employer upon presentation of the receipt with the employee's current time card. The maximum reimbursement for parking expenses is forty-five dollars (\$45.00) per day, unless prior written approval is obtained for a higher amount. Mass transportation, such as BART, or Public transportation expenses shall be reimbursed to a maximum of twenty dollars (\$20.00) per day upon production of receipts.

### **ARTICLE IX. TRAVEL ALLOWANCES, TRAVEL TIME, MILEAGE AND SUBSISTENCE**

#### **SECTION 74. MILEAGE DETERMINATION**

(a) For the purpose of determining travel allowances, travel time, mileage and subsistence, distance shall be measured from the Individual Employer's principal place of business or the employee's residence; whichever is closer to the job site.

(b) The Individual Employer's principal place of business is the city or town recognized as such by the California Contractors State License Board (CSLB), provided, however, that such office or shop must be a bona fide place of business that is permanent, that is owned by the Employer or leased by the Employer for a term of not less than one year, that is not shared with a company not a signatory to this Agreement that performs or is licensed to perform tile and stone installation and that is used for both the transaction of business and the storage of materials, from which vouchers are dispatched and where day-to-day operations are carried out. A shop or an office is not a bona fide place of business if it is used to assist a company not signatory to this Agreement to perform tile or stone installation within the area covered by this Agreement, with

the understanding that if a company that is signatory to this Agreement operates a fabrication shop and sells to third parties, the signatory employer's shop or office is still bona fide. Temporary offices or other places of business established at or near the job site after bid opening date shall not be recognized as principal places of business for purposes of this Article. Small Individual Employers whose principal place of business is a home office, but whose CSLB-recognized address is a Post Office box in the same town or city as their home office, may use the home office as their principal place of business for the purpose of this Section.

(c) Any Individual Employer, which has no principal place of business within the area covered by this Agreement, shall use only the employee's residence for the purposes of this Article.

(d) Any Individual Employer that changes its principal place of business shall continue to pay travel and subsistence based on its original principal place of business on all jobs that have commenced before the Employer has established its new principal place of business, but shall be permitted to pay travel and subsistence based on its new principal place of business on all jobs that commence after the Employer has established its new principal place of business. The Union and the Association shall have discretion to agree to waive or modify the provisions of this Section 74 to accommodate an Individual Employer that has been involuntarily forced to relocate its principal place of business and needs to lease temporary space until it can obtain a new permanent principal place of business, upon the request of such Employer.

(e) Any Individual Employer whose principal place of business described in Section 74 is located outside the geographical jurisdiction covered by this Agreement that comes into this jurisdiction to perform covered work shall obtain all employees to perform such work pursuant to Article II of this Agreement.

**SECTION 75. UNCOMPENSATED TRAVEL.** As determined in accordance with Section 74, on all jobs forty (40) miles or less from the Individual Employer's principal place of business, travel to and from the job site, unless within the regular workday, shall be on the employee's own time and expense, regardless of the actual distance traveled.

**SECTION 76. TRAVEL ALLOWANCES**

(a) Zones:

40 miles or less .....	Free Zone
41 to 50 miles .....	\$35.00 per day
51 to 60 miles .....	\$40.00 per day
61 to 80 miles .....	\$50.00 per day

(or any portion of a day worked on all jobs.)



(b) Travel allowances shall be included and shown as such on the employee's regular paycheck. No travel allowance will be paid pursuant to this section for any day on which subsistence is paid pursuant to Section 77.

(c) Employees traveling in the Employer's vehicles, or to whom Employer offers in writing the option of traveling in the Employer's vehicles, shall not be entitled to the travel allowances provided in this Section. Any employee traveling to and from the job at the beginning and end of the workday in an Employer-provided vehicle, or any employee who was provided such an option in writing, shall travel on his own time and shall not be entitled to the travel allowance provided in this Section.

(d) An employee required to transfer from one job location to another during the workday shall do so on the Employer's time.

## SECTION 77. SUBSISTENCE, TRAVEL TIME AND MILEAGE

(a) On all jobs eighty - one (81) miles or more from the Individual Employer's principal place of business or the employee's residence, whichever is closer to the job site, any employee who chooses to remain at the job site overnight shall receive a subsistence allowance for food, laundry and lodging equal to the amount for which receipts are provided, not to exceed one-hundred twenty-five dollars (\$125.00) per day and shall not receive any travel allowance except as provided below. If no receipts are provided for jobs which would otherwise qualify for a subsistence allowance, the employee shall be paid the travel allowance of seventy dollars (\$70.00) for each day of work in lieu of the subsistence allowance. Effective April 1, 2023, the foregoing amounts shall increase to one-hundred thirty dollars (\$130.00) and seventy-five dollars (\$75.00).

(b) Regardless of the distance actually traveled, on all jobs eighty-one (81) miles or more from the Individual Employer's principal place of business or the employee's residence, whichever is closer to the job site, as defined in Section 74, employees shall be entitled to travel time and mileage, once at the start and once at the conclusion of the job. Travel time and mileage allowances shall be computed without regard to the forty-one to fifty (41-50), fifty-one to sixty (51-60), and sixty-one to eighty (61-80) mile limits stated in Section 76.

(c) Travel time shall be computed by dividing the mileage from the Individual Employer's principal place of business or the employee's residence, whichever is closer to the job site by fifty (50) and multiplying the result by the employee's regular straight-time hourly wage rate.

(d) Travel Mileage shall be computed at the standard business mileage rate established by the IRS, per mile based on the mileage from the job site to Individual Employer's principal place of business or the Employee's residence whichever is closer to the job site. Employees traveling in Employer-provided

vehicles, or employees given such option in writing, shall not be entitled to a mileage allowance.

(e) Travel time and mileage shall be paid once at the beginning of the project and once at the completion of the project.